

State of Alaska FY2006 Governor's Operating Budget

Department of Administration Labor Relations Component Budget Summary

Component: Labor Relations

Contribution to Department's Mission

To achieve the purposes of the Public Employment Relations Act by acting as the executive branch representative in contract negotiations and contract administration matters.

Core Services

CONTRACT NEGOTIATION – Negotiations for the state's 12 bargaining unit contracts and subsequent amendments to the contracts are coordinated by Labor Relations staff. Staff act as chief spokespersons for the state's bargaining teams and handle all associated logistics. The section is responsible for issuing contract interpretive memoranda as needed.

CONTRACT ADMINISTRATION – Labor Relations staff investigates complaints and grievances that reach the Commissioner of Administration level and represent the State's interests in resolution or adjudication of these disputes.

TRAINING – Labor Relations staff provide training on all new contracts, facilitate training for human resource staff on employment law and on the arbitration process, and dispute/complaint handling training for state supervisors.

ADVICE AND COUNSEL – Staff provide expert advice and counsel to supervisors, managers and policy makers on employee relations issues.

Customers

Internal: Department executives, managers, supervisors and human resource personnel

External: All other state agencies

End Results	Strategies to Achieve Results
A: Successful negotiations in all collective bargaining unit agreements. <u>Target #1:</u> Voluntary or arbitrated labor contracts prior to contract expiration. <u>Measure #1:</u> % of voluntary or arbitrated labor contracts prior to expiration.	A1: Complete collective bargaining in accordance with Public Employees Relations Act. <u>Target #1:</u> 100% of contracts completed in accordance with Public Employees Relations Act. <u>Measure #1:</u> % of time Public Employment Relations Act requirements are met. A2: Resolve disputes in accordance with State's interests. <u>Target #1:</u> 100% of disputes arising from collective bargaining resolved in accordance with management objectives and relevant external law. <u>Measure #1:</u> % of disputes resolved in management's favor prior to formal adjudication.
End Results	Strategies to Achieve Results
B: Assure effective and orderly operations of	B1: Advance State's interests in unresolved disputes

government through effective contract administration.

Target #1: 100% of resolved dispute resolutions secure State's interests.
Measure #1: % of resolved dispute resolutions that secure State's interest.

at arbitration.

Target #1: 70% of arbitration decisions support State's interests.

Measure #1: % of arbitration decisions that support State's interests.

B2: Advance State's interests in unresolved disputes before Alaska Labor Relations Agency.

Target #1: 90% of Alaska Labor Relations Agency decisions support State's interests.

Measure #1: % of Alaska Labor Relations Agency decisions that support State's interests. (Note: Measures are calculated based on cases actually heard and decided in the subject period.)

FY2006 Resources Allocated to Achieve Results

FY2006 Component Budget: \$1,199,800

Personnel:

Full time	11
Part time	0
Total	11

Performance Measure Detail**A: Result - Successful negotiations in all collective bargaining unit agreements.**

Target #1: Voluntary or arbitrated labor contracts prior to contract expiration.

Measure #1: % of voluntary or arbitrated labor contracts prior to expiration.

Analysis of results and challenges: .

07/01/03–12/31/03: 91.6%, as a result of roll over/status quo contract agreements.

01/01/04–03/31/04: 9.09% Negotiated a Collective Bargaining Agreement with LTC prior to end of March 2004.

04/01/04–06/30/04: 45.5% Negotiated 5 of the 12 Collective Bargaining Agreements prior to end of June 2004.

07/01/04–09/30/04: 72.7% Negotiated 8 of the 12 Collective Bargaining Agreements without labor disruption.

A1: Strategy - Complete collective bargaining in accordance with Public Employees Relations Act.

Target #1: 100% of contracts completed in accordance with Public Employees Relations Act.

Measure #1: % of time Public Employment Relations Act requirements are met.

Analysis of results and challenges: .

07/01/03–12/31/03: 91.6% of requirements have been met.

01/01/04–03/31/04: 9.09% of requirements have been met.

04/01/04–06/30/04: 45.5% of requirements have been met.

07/01/04–09/30/04: 72.7% of requirements have been met.

A2: Strategy - Resolve disputes in accordance with State's interests.

Target #1: 100% of disputes arising from collective bargaining resolved in accordance with management

objectives and relevant external law.

Measure #1: % of disputes resolved in management's favor prior to formal adjudication.

Analysis of results and challenges: .

07/01/03–12/31/03: 96% of disputes resolved prior to formal adjudication.

01/01/04–03/31/04: 96.4% of disputes resolved prior to formal adjudication.

04/01/04–06/30/04: 100% of disputes resolved prior to formal adjudication.

07/01/04–09/30/04: 81.25% of disputes resolved prior to formal adjudication.

B: Result - Assure effective and orderly operations of government through effective contract administration.

Target #1: 100% of resolved dispute resolutions secure State's interests.

Measure #1: % of resolved dispute resolutions that secure State's interest.

Analysis of results and challenges: .

07/01/03–12/31/03: 96% of disputes resolved in State's interest.

01/01/04–03/31/04: 96.4% of disputes resolved in State's interest.

04/01/04–06/30/04: 100% of disputes resolved in State's interest.

07/01/04–09/30/04: 100% of disputes resolved in State's interest.

B1: Strategy - Advance State's interests in unresolved disputes at arbitration.

Target #1: 70% of arbitration decisions support State's interests.

Measure #1: % of arbitration decisions that support State's interests.

Analysis of results and challenges: .

07/01/03–12/31/03: 62.5% of arbitration decisions awarded in State's favor.

01/01/04–03/31/04: 83.3% of arbitration decisions awarded in State's favor.

04/01/04–06/30/04: 50.% of arbitration decisions awarded in State's favor.

07/01/04–09/30/04: 60% of arbitration decisions awarded in State's favor.

B2: Strategy - Advance State's interests in unresolved disputes before Alaska Labor Relations Agency.

Target #1: 90% of Alaska Labor Relations Agency decisions support State's interests.

Measure #1: % of Alaska Labor Relations Agency decisions that support State's interests. (Note: Measures are calculated based on cases actually heard and decided in the subject period.)

Analysis of results and challenges: .

07/01/03–12/31/03: 91.6% of decisions support State's interest.

01/01/04–03/31/04: 100% of decisions support State's interest.

04/01/04–06/30/04: 100% of decisions support State's interest.

07/01/04–09/30/04: 100% of decisions support State's interest.

Key Component Challenges

LABOR CONTRACT NEGOTIATIONS – Achieve the Governor's objective of long term successor agreements that meet his economic and managerial objectives for remaining units.

Implement and administer successor agreements.

Significant Changes in Results to be Delivered in FY2006

No changes in results delivered are anticipated, however, emphasis will shift to contract administration in this period.

Major Component Accomplishments in 2004

Achieved Governor's objective of negotiating long-term successor agreements with most major collective bargaining units.

Statutory and Regulatory Authority

AS 23.40.070-250 Public Employment Relations Act
AS 39.25 et seq. State Personnel Act

Contact Information

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Labor Relations Component Financial Summary

All dollars shown in thousands

	FY2004 Actuals	FY2005 Management Plan	FY2006 Governor
Non-Formula Program:			
Component Expenditures:			
71000 Personal Services	741.3	866.0	892.1
72000 Travel	44.1	34.5	34.5
73000 Services	135.3	263.4	252.5
74000 Commodities	20.5	8.7	20.7
75000 Capital Outlay	8.4	0.0	0.0
77000 Grants, Benefits	0.0	0.0	0.0
78000 Miscellaneous	0.0	0.0	0.0
Expenditure Totals	949.6	1,172.6	1,199.8
Funding Sources:			
1004 General Fund Receipts	949.6	870.8	892.5
1061 Capital Improvement Project Receipts	0.0	301.8	307.3
Funding Totals	949.6	1,172.6	1,199.8

Estimated Revenue Collections

Description	Master Revenue Account	FY2004 Actuals	FY2005 Manageme nt Plan	FY2006 Governor
<u>Unrestricted Revenues</u>				
None.		0.0	0.0	0.0
Unrestricted Total		0.0	0.0	0.0
<u>Restricted Revenues</u>				
Capital Improvement Project Receipts	51200	0.0	301.8	307.3
Restricted Total		0.0	301.8	307.3
Total Estimated Revenues		0.0	301.8	307.3

**Summary of Component Budget Changes
From FY2005 Management Plan to FY2006 Governor**

All dollars shown in thousands

	<u>General Funds</u>	<u>Federal Funds</u>	<u>Other Funds</u>	<u>Total Funds</u>
FY2005 Management Plan	870.8	0.0	301.8	1,172.6
Adjustments which will continue current level of service:				
-FY06 Cost Increases for Bargaining Units and Non-Covered Employees	20.9	0.0	3.4	24.3
-Adjustments for Personal Services Working Reserve Rates and SBS	0.0	0.0	1.8	1.8
Proposed budget increases:				
-Benefit and Wage Cost Increases	0.8	0.0	0.3	1.1
FY2006 Governor	892.5	0.0	307.3	1,199.8

**Labor Relations
Personal Services Information**

Authorized Positions			Personal Services Costs	
	<u>FY2005</u> <u>Management</u> <u>Plan</u>	<u>FY2006</u> <u>Governor</u>		
Full-time	11	11	Annual Salaries	632,096
Part-time	0	0	COLA	14,510
Nonpermanent	3	1	Premium Pay	0
			Annual Benefits	313,805
			<i>Less 3.91% Vacancy Factor</i>	(37,511)
			Lump Sum Premium Pay	0
Totals	14	12	Total Personal Services	922,900

Position Classification Summary

Job Class Title	Anchorage	Fairbanks	Juneau	Others	Total
Administrative Clerk III	0	0	2	0	2
Division Director	0	0	1	0	1
Human Resource Specialist II	0	0	1	0	1
Human Resource Technician I	0	0	1	0	1
Labor Relations Analyst I	0	0	1	0	1
Labor Relations Analyst II	0	0	2	0	2
Labor Relations Analyst III	0	0	3	0	3
Labor Relations Analyst IV	0	0	1	0	1
Totals	0	0	12	0	12